

# Early Career Framework Bulletin

Summer 2023  
Week Seven and Eight



Get in touch with any queries:  
[ecf@eastmanchesterteachinghub.com](mailto:ecf@eastmanchesterteachinghub.com)  
or access the [FAQs page on our website!](#)

## Welcome

Welcome back to the final half term of the school year and this fortnight's bulletin for the East Manchester Teaching Hub Early Career Framework. We hope that you enjoyed the half term holiday and had a well-deserved rest!

We aim to make your engagement with the ECF programme as useful and manageable as possible in the midst of your busy teaching schedule. To support you with this, in this bulletin, you will find a brief summary of **week seven and week eight** of this term, with links to the relevant pages and material on UCL Extend as well as key reminders, dates, and links (plus a quick-read blog that might provide some helpful tips and insights) to help keep you up to date with the programme and the materials that you will engage with each week. It may also be helpful to access the additional materials made available on UCL Extend such as the [ECF Staffroom Podcast!](#)

### Where can I find information relevant to me?

- If you are an **ECT** and started your induction in **January 2022**, please refer to page two.
- If you are an **ECT** and started your induction in **April 2022**, please refer to page three.
- If you are an **ECT** and started your induction in **September 2022**, please refer to page four.
- If you are an **ECT** and started your induction in **January 2023**, please refer to page five.
- If you are an **ECT** and started your induction in **April 2023**, please refer to page six.
- If you are a **Cohort One Mentor** for a Year Two ECT who started in **January 2022 or April 2022**, please refer to page seven.
- If you are a **Cohort Two Mentor** for a Year One ECT who started in **September 2022, or January 2023**, please refer to page eight.
- If you are a **Cohort One (ECT2) or Cohort Two (ECT1) Mentor** who started with EMTSH in **April 2023**, please refer to page nine.
- If you are a **Cohort Two ECT and/or mentor Facilitator**, please refer to page ten.
- On page 11, you will find some guidance about taking a more flexible approach to the UCL programme to support your wellbeing.
- On page 12, you will find an overview of the whole ECF programme for your information.

If you have any questions, or concerns, please contact me, or a member of the EMTSH team using the details above, and we will do anything we can to help!

We hope you enjoy your first week back!

Ruth Simpson (ECF Delivery Lead, East Manchester Teaching School Hub)

## EARLY CAREER TEACHERS

Cohort One: January 2022 Starters

This term you will continue to focus on Module Eight 'Developing Quality Pedagogy and Making Use of Assessment' of the ECF Programme.

**Please remember to complete your Module Eight Interim Module Completion questionnaire.**

### Week Seven (Week commencing. Monday 5th June 2023 or Monday 12th June 2023)

There is no self-directed study this week. You will not have a structured mentor meeting this week. You are encouraged to continue gathering information for your evaluative inquiry.

### Week Eight (Week commencing. Monday 12th June 2023 or Monday 19th June 2023)

The focus for this week is 'Observation and feedback to improve the quality of pedagogy and the productive use of assessment'. There is no self-directed study this week. You will have a mentor meeting this week. The resources to support this session should be accessed via your mentor's account. You will have a facilitated training session this week on **Tuesday 13th June 2023**. If you are unable to attend the session, please watch the recording [here](#) within three weeks of the session.

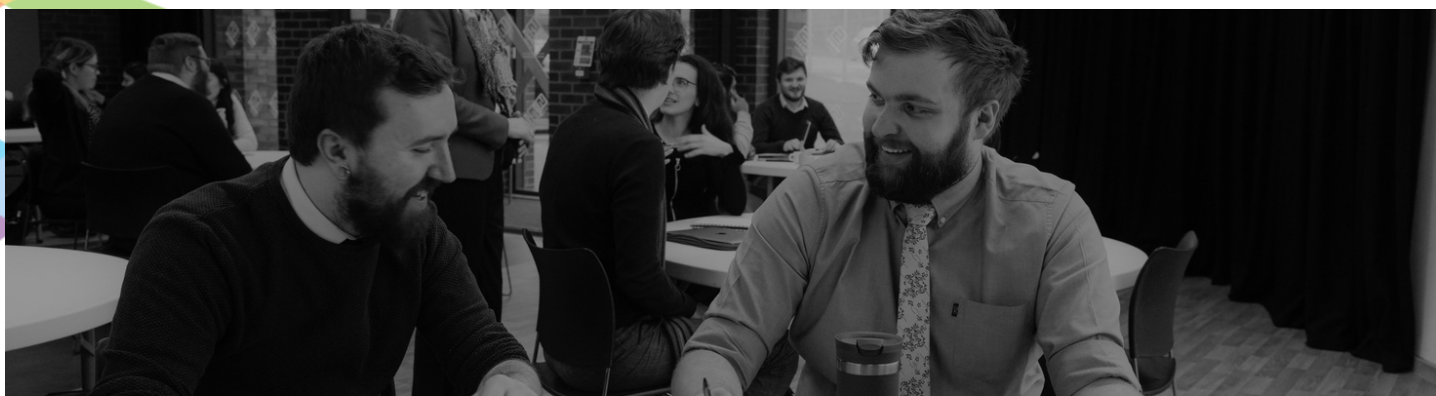
**This session will enable you to learn how to:**

- Evaluate the impact of your inquiries related to specific elements of ECF **Standards 4 (Classroom practice), 5 (Adaptive teaching) and 6 (Assessment)**, both on your practice and your pupils
- Reflect on progress made, recognise strengths and weaknesses, and identify next steps for further improvement (8e).
- Plan to share outcomes of your inquiries with colleagues within your teams or across the school.

**Note: Please see page ten for further advice and guidance about how to engage with this programme flexibly to meet with your professional needs.**

## Dates for your Diary

Your final training session for Module Eight will take place on **Tuesday 13th June 2023**.



## QUICK-READ RESEARCH:

**Five Ways to Foster Student Agency - teacherhead**



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## EARLY CAREER TEACHERS

Cohort One: April 2022 Starters

This term you will focus on Module Seven 'Engaging pupils in learning' of the ECF programme.

Please remember to complete the Module Six End of Module Completion Form.

If you are struggling to get to grips with the start of year two of the ECF programme, we recommend that you watch our introductory video which explains how to begin the practitioner inquiry which forms the basis of Module Six and Module Seven and explains the structure of year two (link [here](#)).

### Week Seven (Week commencing, Monday 5th June 2023 or Monday 12th June 2023)

Please note this is 'Week One' of Module Seven.

The focus for this week is the 'Module Seven Audit'. There is no self-directed study session this week. You will have a structured mentor session this week. The resources for this session can be accessed through your mentor's account.

### Week Eight (Week commencing, Monday 12th June 2023 or Monday 19th June 2023)

Please note this is 'Week Two' of Module Seven.

The focus for this week is 'ECT Training'. There is no self-directed study session this week. There is no structured mentor session this week. You will attend your training session on **Wednesday 21st June 2023**. If you are unable to attend, please watch the recording [here](#) within three weeks of the session.

This session will enable you to learn how to:

- review your learning about and through inquiry.
- evaluate the quality of the evidence you gather for your inquiry based on ECF Standards 2 or 3.
- develop a specific 'alteration to practice', based on the individual priorities of the ECT and the needs of the pupils you teach.
- design appropriate tools to collect valid and sufficient evidence to monitor the impact of alterations to your practice (if time allows).

**Note:** Please see page ten for further advice and guidance about how to engage with this programme flexibly to meet with your professional needs.

### Dates for your Diary!

Your second face-to-face training session for Module Seven will be on **Wednesday 21st June 2023**.

(NB. Your training session is taking place at Mahdlo, Egerton Street, Oldham. Parking is available on Rock Street which sits just behind the venue.)

You should have received the details about these dates from our team. Please contact us if you haven't received this information.

### QUICK-READ RESEARCH:

Five Ways to: Foster Student Agency - teacherhead



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## EARLY CAREER TEACHERS

Cohort Two: September 2022 Starters

This term you will focus on Module Five 'Fulfilling professional responsibilities' of the ECF programme.

Please remember to complete the [Module Four End of Module Completion Form](#).

**Week Seven (Week commencing. Monday 5th June 2023 or Monday 12th June 2023)**

Please note this is 'Week One' of Module Five.

The focus for this week is the 'Module Five Audit'. There is no self-directed study session this week. You will have a mentor session this week. The resources to support this session should be accessed via your mentor's account. You may attend a facilitated training session either this week or next week dependent on your cluster. If you cannot attend the session, please watch the recording [here](#) within three weeks of the session.

**Week Eight (Week commencing. Monday 12th June 2023 or Monday 19th June 2023)**

Please note this is 'Week Two' of Module Five.

The focus for this week is 'Workload and Wellbeing'. There is no self-directed study session this week. You will have a mentor session this week. The resources to support this session should be accessed via your mentor's account. You may attend a facilitated training session this week dependent on your cluster. If you cannot attend the session, please watch the recording [here](#) within three weeks of the session.

In your training session...

You will learn that:

- 8.1 Effective professional development is likely to be sustained over time and involve expert support or coaching and opportunities for collaboration.
- 8.2 Reflective practice, supported by feedback from and observation of experienced colleagues, professional debate, and learning from educational research, is also likely to support improvement.
- 8.7 Engaging in high-quality professional development can help teachers improve.

You will learn how to:

Develop as a professional, by:

- 8a. Engaging in professional development focused on developing an area of practice with clear intentions for impact on pupil outcomes, sustained over time with built-in opportunities for practice.
- 8c. Seeking challenge, feedback and critique from mentors and other colleagues in an open and trusting working environment.
- 8e. Reflecting on progress made, recognising strengths and weaknesses and identifying next steps for further improvement.

**Note:** Please see page ten for further advice and guidance about how to engage with this programme flexibly to meet with your professional needs.

**Dates for your Diary!**

Your Module Five face-to-face training session will take place in the week beginning **Monday 5th June 2023 or Monday 12th June 2023**.

Your Module Five Online Learning Community will take place in the week beginning **Monday 3rd July 2023 or Monday 10th July 2023**.

**QUICK-READ RESEARCH:**

**Hornets, Slugs, Bees, and Butterflies: not-to-do lists and the workload relief revolution**



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## EARLY CAREER TEACHERS

### Cohort Two: January 2023 Starters

This term you will continue to focus on Module Three 'Developing Quality Pedagogy' of the ECF programme.

Please remember to complete your Module Three interim module questionnaire.

#### Week Seven (Week commencing. Monday 5th June 2023 or Monday 12th June 2023)

The focus for this week is 'Understanding the role of key professionals in helping to meet the needs of all learners'. There is no self-directed study session this week. You will have a mentor session this week. The resources to support this session should be accessed via your mentor's account. The facilitated training session scheduled for this week already took place before half term. If you were unable to attend the session, please watch the recording [here](#) within the next three weeks.

The Online Learning Community scheduled for Week 12 of Module Three will take place on **Monday 12th June 2023**. If you are unable to attend the session, please watch the recording [here](#) within three weeks of the session.

#### Week Eight (Week commencing. Monday 12th June 2023 or Monday 19th June 2023)

The focus for this week is 'Using grouping to support specific needs'. There is a self-directed study this week. The resources to support the session can be found [here](#). You will have a mentor meeting this week. The resources to support this session should be accessed via your mentor's account.

The Online Learning Community scheduled for Week 12 of Module Three will take place on **Monday 12th June 2023**. If you are unable to attend the session, please watch the recording [here](#) within three weeks of the session.

In this training session...

#### The ECT will learn that:

**5.3** Adapting teaching in a responsive way, including by providing targeted support to pupils who are struggling, is likely to increase pupil success.

#### The ECT will learn how to meet individual needs without creating unnecessary workload, by:

**5h.** Making use of well-designed resources (e.g. textbooks).

**5i.** Planning to connect new content with pupils' existing knowledge or providing additional pre-teaching if pupils lack critical knowledge.

**Note:** Please see page ten for further advice and guidance about how to engage with this programme flexibly to meet with your professional needs.

### Dates for your Diary!

Module Three Online Learning Community: **Monday 12th June 2023 (3.30-4.30pm)**

**QUICK-READ RESEARCH:**  
**Carousel: When it Doesn't Work!**



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## EARLY CAREER TEACHERS

### Cohort Two: April 2023 Starters

#### ECTs who started Year One in April 2023

This half term, you will start **Module Two of the ECF programme: Engaging Pupils in Learning.**

**Please remember to complete your Module One End of Module Completion Form.**

#### **Week Seven (Week commencing, Monday 5th June 2023 or Monday 12th June 2023)**

Please note this is 'Week One' of Module Two.

The focus for this week is the 'Module Two Audit'. There is no self-directed study session this week. You will have a mentor session this week. The resources to support this session should be accessed via your mentor's account. There is a facilitated session scheduled this week. You will access this session on **Tuesday 20th June 2023**. If you are unable to attend, please click on the links below under 'Dates for your Diary' to access the relevant recordings.

#### **Week Eight (Week commencing, Monday 12th June 2023 or Monday 19th June 2023)**

Please note this is 'Week Two' of Module Two.

The focus for this week is 'Prior knowledge, memory and misconceptions'. There is a self-directed study session this week. The resources to support the session can be found [here](#). You will have a mentor session this week. The resources to support this session should be accessed via your mentor's account.

#### **In your training session...**

##### **ECTs will learn that:**

- 2.1 Learning involves a lasting change in pupils' capabilities or understanding.
- 3.1 A school's curriculum enables it to set out its vision for the knowledge, skills and values that its pupils will learn, encompassing the national curriculum within a coherent wider vision for successful learning.
- 3.2 Secure subject knowledge helps teachers to motivate pupils and teach effectively.
- 3.5 Explicitly teaching pupils the knowledge and skills they need to succeed within particular subject areas is beneficial.

##### **ECTs will learn how to:**

##### **Deliver a carefully sequenced and coherent curriculum, by:**

- 3a. Identifying essential concepts, knowledge, skills and principles of the subject and providing opportunities for all pupils to learn and master these critical components.

##### **Deliver a carefully sequenced and coherent curriculum by:**

- 3a. Identifying essential concepts, knowledge, skills and principles of the subject and providing opportunity for all pupils to learn and master these critical components.
- 3b. Ensuring pupils' thinking is focused on key ideas within the subject.
- 3c. Working with experienced colleagues to accumulate and refine a collection of powerful analogies, illustrations, examples, explanations and demonstrations.

##### **Help pupils apply knowledge and skills to other contexts by:**

- 3k. Ensuring pupils have relevant domain-specific knowledge, especially when being asked to think critically within a subject.

#### **Dates for your Diary!**

Your face-to-face training sessions are as listed below:

Module Two **Face-to-Face** and **OLC**: **Tuesday 20th June 2023 (1.30-4.30pm)** @ Mahdlo, Egerton Street, Oldham.

Please note that this date has been altered from Tuesday 27th June 2023 due to facilitator availability. You and your induction tutor should have been contacted by our team regarding this. We apologise for any inconvenience.

#### **ECTs continuing with Year One or starting Year Two**

- If you have completed **one full term and an additional half term** of the ECF programme, you need to access **Module Three**: link [here](#). You will need to start from Week Seven.
- If you have completed **two full terms and an additional half term** of the ECF programme, you need to access you need to access Module Five: link [here](#).
- If you have completed **three full terms** of the ECF programme, you need to start Year Two. You need to access Module Six: link [here](#).

#### **ECTs starting or continuing with Year Two**

- If you have completed **three full terms (Year One)** of the ECF programme, you need to access **Module Six**: link [here](#).
- If you have completed **three full terms (Year One) and an additional half term** of the ECF programme, you need to access **Module Seven**: link [here](#).
- If you have completed **four full terms** of the ECF programme, you need to access **Module Eight**: link [here](#).
- If you have completed **five full terms** of the ECF programme, you need to access **part three of Module Eight**: link [here](#). This starts with 'Summer Week One'.
- If you have completed **five full terms and an additional half term** of the ECF programme, you need to access **Module Nine**: link [here](#).

**Note: Please see page ten for further advice and guidance about how to engage with this programme flexibly to meet with your professional needs.**

#### **Dates for your Diary!**

You will have been added to a cluster relevant to your stage in the ECF programme. You should have received details about dates and venues from our team. Please let us know if you haven't received this information.

## **QUICK-READ RESEARCH:**

### **Sharing Thoughts on Approaches to Teacher Pedagogy - Geoghead**



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## MENTORS

Cohort One: January 2022 Starters and April 2022 Starters

## COHORT ONE: January 2022 Starters

**Focus for this Term**

The focus for this term is **Module Eight 'Developing Quality Pedagogy and Making Use of Assessment'** of the ECF Programme.

**Please remember to complete your [Module Eight Interim Module Completion Questionnaire](#).**

**Week Seven (Week commencing, Monday 5th June 2023 or Monday 12th June 2023)**

There is no self-directed study this week. You will not have a structured mentor meeting this week. Please encourage your ECT to continue gathering information for their evaluative inquiry.

**Week Eight (Week commencing, Monday 12th June 2023 or Monday 19th June 2023)**

The focus for this week is 'Observation and feedback to improve the quality of pedagogy and the productive use of assessment'. There is a self-directed study this week. The resources for the session can be found [here](#). You will also have a mentor meeting this week. The resources to support this session can be found [here](#). You will have an online facilitated training session this week on **Wednesday 14th June 2023**. If you are unable to attend the session, please watch the recording [here](#) within three weeks.

**Dates for your Diary!**

Your next Online Learning Community training session will take place on **Wednesday 14th June 2023**. Details will be sent out by our team in due course. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCL Extend within three weeks of the session. You can find a link to the recording [here](#).

## COHORT ONE: April 2022 Starters

**Focus for this Term**

You will focus on Module Seven 'Engaging pupils in learning' of the ECF programme.

**Please remember to complete the [Module Six End of Module Completion Form](#).**

**Week Seven (Week commencing, Monday 5th June 2023 or Monday 12th June 2023)**

**Please note this is 'Week One' of Module Seven.**

The focus for this week is the 'Module Seven Audit'. There is a self-directed study session this week. The resources for the session can be found [here](#). You will have a structured mentor session this week. The resources to support this session can be found [here](#).

**Week Eight (Week commencing, Monday 12th June 2023 or Monday 19th June 2023)**

**Please note this is 'Week Two' of Module Seven.**

The focus for this week is 'ECT Training'. There is no self-directed study session this week. There is no structured mentor session this week. You will attend an online training session this week. Please see details below.

**Dates for your Diary**

Your next Online Learning Community training session will take place on **Tuesday 13th June 2023**. Details will be sent out by our team in due course. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCL Extend within three weeks of the session. You can find a link to the recording [here](#).

**Note:** Please see page ten for further advice and guidance about how to engage with this programme flexibly to meet with your professional needs and the needs of your ECT.

**QUICK-READ RESEARCH:**

**Framing Action Steps in Coaching: Fidelity to the Technique - and all that jazz! teacherhead**



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## MENTORS

Cohort Two: September 2022 and January 2023 Starters

## COHORT TWO: September 2022 Starters

## Focus for this Term

The focus for this term is Module Five 'Fulfilling professional responsibilities' of the ECF programme.

Please remember to complete the [Module Four End of Module Completion Form](#).

## Week Seven (Week commencing. Monday 5th June 2023 or Monday 12th June 2023)

Please note this is 'Week One' of Module Five.

The focus for this week is the 'Module Five Audit'. There is a self-directed study session this week. You can find the resources for the session [here](#). You will have a mentor session this week. The resources to support this session can be found [here](#).

## Week Eight (Week commencing. Monday 12th June 2023 or Monday 19th June 2023)

Please note this is 'Week Two' of Module Five.

The focus for this week is 'Workload and Wellbeing'. There is no self-directed study session this week. You will have a mentor session this week. The resources to support this session can be found [here](#).

## Dates for your Diary

Your next Online Learning Community training session will take place on **Monday 12th June 2023, Tuesday 13th June 2023, Wednesday 14th June 2023, or Thursday 15th June 2023** depending on your cluster. Details will be sent out by our team in due course. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCL Extend within three weeks of the session. You can find a link to the recording [here](#).

## COHORT TWO: January 2023 Starters

## Focus for this Term

The focus for this term is **Module Three 'Developing Quality Pedagogy'** of the ECF Programme.

Please remember to complete your [Module Three interim module questionnaire](#).

## Week Seven (Week commencing. Monday 5th June 2023 or Monday 12th June 2023)

The focus for this week is 'Understanding the role of key professionals in helping to meet the needs of all learners'. There is a self-directed study session this week. You will find the resources for the session [here](#). You will have a mentor session this week. The resources to support this session can be found [here](#).

## Week Eight (Week commencing. Monday 12th June 2023 or Monday 19th June 2023)

The focus for this week is 'Using grouping to support specific needs'. There is no self-directed study this week. You will have a mentor meeting this week. The resources to support this session can be found [here](#).

## Dates for your Diary

Your next Online Learning Community training session will take place on **Monday 12th June 2023, Tuesday 13th June 2023, Wednesday 14th June 2023, or Thursday 15th June 2023** depending on your cluster. Details will be sent out by our team in due course. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCL Extend within three weeks of the session. You can find a link to the recording [here](#).

**Note:** Please see page ten for advice and guidance about how to engage with this programme flexibly to meet with your professional needs and the needs of your ECT.

## QUICK-READ RESEARCH:

[Framing Action Steps in Coaching: Fidelity to the Technique - and all that jazz! teacherhead](#)



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## MENTORS

Cohort Two: April 2023 Starters

Welcome to East Manchester Teaching School Hub! We hope that you enjoy working with us as you start to mentor your new ECT.

You should have received a welcome email from our team indicating which module of the ECF you need to access with your ECT. If you are unsure, please contact us. You will find links below to the different modules in the programme on UCL Extend. Please select the module that is relevant to your ECT.

- If your ECT started **Year One of the ECF programme in April 2023**, you need to access **Module Two** this half term: link [here](#).

### ECTs Continuing with Year One

- If you mentor an ECT who has completed **one full term** of the ECF programme, you need to access **Module Three**: link [here](#).
- If you mentor an ECT who has completed **two full terms** of the ECF programme, you need to access **Module Four**: link [here](#).
- If you mentor an ECT who has completed **two full terms and an additional half term** of the ECF programme, you need to access **Module Five**: link [here](#).

### ECTs Starting or continuing with Year Two

- If you mentor an ECT who has completed **three full terms (Year One)** of the ECF programme, you need to access **Module Six**: link [here](#).
- If you mentor an ECT who has completed **three full terms (Year One) and an additional half term** of the ECF programme, you need to access **Module Seven**: link [here](#).
- If you mentor an ECT who has completed **four full terms** of the ECF programme, you need to access **Module Eight**: link [here](#).
- If you mentor an ECT who has completed **five full terms** of the ECF programme, you need to access **part three of Module Eight**: link [here](#). You will need to access the 'Summer Week...' tabs.
- If you mentor an ECT who has completed **five full terms and an additional half term** of the ECF programme, you need to access **Module Nine**: link [here](#).

**Please remember to complete the End of Module Completion Form or interim questionnaire as scheduled on UCL Extend. This is normally in the last week of each half term.**

**Note: Please see page ten for advice and guidance about how to engage with this programme flexibly to meet with your professional needs and the needs of your ECT.**

### QUICK-READ RESEARCH:

**Framing Action Steps in Coaching: Fidelity to the Technique - and all that jazz! teacher head**



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## FACILITATORS

### Cohort Two September 2022 ECTs

This term's focus is Module Five 'Fulfilling professional responsibilities' of the ECF programme.

## Dates for your Diary!

**Week beginning Monday 5th June 2023 and Monday 12th June 2023 2-4pm**

Module Five Face-to-Face Training Sessions (Resources have been emailed. Calendar invites and registers to be sent out in due course)

**Thursday 15th June 2023 8-8.30am**

Facilitator Briefing with Ruth Simpson (Zoom links to be sent out in due course by our team)

**Week beginning Monday 3rd July 2023 and Monday 10th July 2023 3.30-4.30pm**

Module Five Online Learning Community Training Sessions (Resources, calendar invites, and registers to be sent out in due course)

Don't forget to sign up to the  
**'East Manchester Teaching School Hub Conference - Empowering Educators'**  
event on Friday 30th June 2023. Eventbrite link [here](#).

## Cohort Two Mentor Facilitators

## Dates for your Diary!

**Monday 12th, Tuesday 13th, Wednesday 14th, Thursday 15th June 2023 3.30-4.30pm**

Module Five OLC Mentor Training Sessions (Resources, calendar invites and registers will be sent out in due course by our team). For your information, the UCL overview of this session can be found [here](#) but I will send updated resources prior to the session.

### QUICK-READ RESEARCH:

### Coaching Teachers through times of change!

## The Early Career Framework: A Flexible Approach!

Teaching is a wonderful career: meaningful, engaging, and exciting! But it is also complex, busy, and demanding. The demands on all teachers - especially ECTs who are still adjusting to life as a full-time classroom teacher - are significant, and, as an ECF Delivery Partner we do not underestimate this. We understand fully that balancing the demands of your job with completing the ECF programme can be incredibly challenging, and feel overwhelming at times.

However, we believe in the framework's ability to help and support your continued development as a teacher: it will provide ideas, insights, and guidance that will begin to underpin your day-to-day teaching practice; it will build a solid foundation on which you will continue to grow as a teacher; and, most importantly, it will prepare you to have a lasting impact on the pupils in your classroom. It is vital, therefore to remember that, as teachers, we are always learning!

So, how can you ensure that you can engage fully and productively with the programme in the midst of your busy teaching schedule?

Whilst it's fundamental to remember that **ALL** aspects of the Early Career Framework must be covered during your induction, the UCL programme is designed to be flexible. UCL recommend the following to support a more flexible approach:

### What happens if an ECT is struggling to keep up with the programme?

We recognise that sometimes - with the agreement of their headteacher, Induction Tutor and Delivery Partner - an ECT will need a more flexible approach. This may be because they have had a period of enforced absence, or they have been advised by their Appropriate Body to reduce the amount of time they spend on the ECF. Our flexible programme comprises the Reduced Modules Summary Guides for modules 1-5 and recordings of all training events in Year 1. You can find these in the Welcome section of each module (1 -5). We remind you that Year 1 is when ECTs are expected to address all of the ECF statements.

### How can we ensure that the programme does not add to ECTs' workload?

We give participants a choice about how they access materials. You may choose to study them online or download a copy. It is also possible to listen to our research and practice summaries rather than read them. There are no assessments or quizzes at the end of self-study sessions, and we encourage participants to tailor the session according to their needs by spending longer on the activities that are more relevant to them and quickly reviewing the ones that are less so. It is as simple as Review/ Tailor/ Tick! You should never go over the hour allocated. This is a busy professional development programme and mentors, and Induction Tutors should monitor their ECTs' engagement to ensure they are keeping up with it, without allowing it to become overly burdensome.

### Do ECTs have to complete all the activities in the programme? What if they feel that some are not appropriate for them or they have done them before in their ITE year?

It is a statutory requirement that all ECTs engage in a 2-year programme of professional development based on the Early Career Framework. Therefore, it is important that all participants complete all the activities and engage in all training sessions. The ECF Programme is a generic programme and ECTs should expect to revisit research from their ITE year; however, their focus should be on how they can apply it discerningly to their classrooms, and this certainly will be a new challenge. The Teaching Standards are something that all teachers are expected come back to throughout their career, improving their mastery of them each time. Nevertheless, we do recognise that ECTs on our programme come from different ITE routes, work in a range of contexts and have different strengths and weaknesses. Therefore, we have built flexibility into our programme to make sure participants can tailor each activity to their needs. These are outlined in our Wellbeing Charter where we make 10 pledges to all our participants

### How can we control the workload of the mentors?

We have prepared all the mentoring resources, so the mentor does not have to. Reading or listening to the research and practice summaries (about 10 minutes long) and scanning the activities will usually be enough to prepare them for their mentor meeting. Time is built in each half term to the mentor's self-directed study for them to read ahead in the module and identify those areas they, or their ECT, are likely to need to focus more attention on. Induction Tutors should ensure that high-quality mentoring based on the ECF is taking place, and that mentors are themselves engaging in their own professional development.

If you would like more information about how to use the programme flexibly, you can access UCL's [Wellbeing Charter](#), and refer to their [Frequently Asked Questions](#) page for more information.



### Contact us: we are here to help!

If you have any concerns about how to engage effectively with the ECF programme, please contact the East Manchester Teaching School Hub team, and we will give you all the support we can!

# ECF Bulletin

Term	Module Focus	ECF Focus
YEAR 1		
Autumn 1	Module One: Enabling Pupil Learning	ECF 1 and 7
Autumn 2	Module Two: Engaging Pupils in Learning	ECT 2 and 3
Spring 1 and 2	Module Three: Developing Quality Pedagogy	ECF 4 and 5
Summer 1	Module Four: Making Productive Use of Assessment	ECF 6
Summer 2	Module Five: Fulfilling Professional Responsibilities	ECF 8
YEAR 2		
Autumn 1	Module Six: Inquiring into Pupil Learning	Revisiting ECF 1 and 7
Autumn 2	Module Seven: Inquiring into Engaging Pupils' Learning	Revisiting ECF 2 and 3
Spring 1 and 2	Module Eight: Inquiry into Developing Quality Pedagogy	Revisiting ECF 4 and 5
Summer 1	Module Eight: Making Use of Assessment	Revisiting ECF 6
Summer 2	Module Nine: Fulfilling Professional Responsibilities (II)	Revisiting ECF 8